



MINUTES OF THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA

Sachi A. Hamai, Executive Officer-
Clerk of the Board of Supervisors
383 Kenneth Hahn Hall of Administration
Los Angeles, California 90012

At its meeting held May 20, 2008, the Board took the following action:

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The following item was called up for consideration:

Chief Executive Officer's recommendation to approve Memorandum of Understanding for Bargaining Unit 324 (Physicians) - Union of American Physicians and Dentists for a term ending September 30, 2009; also approve the New Management Physician Pay Plan, effective January 1, 2008; approve introduction of related ordinance to implement the New Management Physician Pay Plan; and instruct the Acting Auditor-Controller to make payroll system changes necessary to implement the recommendations. NOTE: The County's pension actuary, Buck Consultants, has advised that the proposed changes to the Physician Pay Plan will result in adjustments in physician salaries that exceed the Los Angeles County Employees Retirement Association's Countywide assumptions regarding salary inflation, and that the changes will result in an increase in actuarial liability.

Supervisor Burke made the following statement:

"Everyday, the 6,500 Los Angeles County Registered Nurses make an extraordinary contribution to the healthcare of our community. With the ongoing nursing shortage in our country, the recruitment and retention of qualified registered nurses continues to be a critical priority. Toward this end, the County must strive to develop a classification system that appropriately recognizes the many and various specialties practiced by Los Angeles County nurses. To accomplish this, we must bring together department representatives and labor stakeholders to review the strengths and weaknesses of the current system and consider improvements.

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"I therefore recommend that the Board:

1. Direct the Chief Executive Officer (CEO) to establish a labor/management Task Force, as follows, to assess the current Registered Nurses classification system and recommend necessary changes:
 - The Task Force should include representatives from the CEO Employee Relations, CEO Budget, CEO Compensation/Classification, Health Services Human Resources, Health Services Nursing Affairs, Health Services CNOs, and SEIU Local 721 (bargaining committee members staff);
 - The Task Force should initially meet no later than June 15, 2008; and
2. The Chief Executive Officer will report back to the Board within 90 days on the progress of the Task Force, including any recommendations."

Candace Christianson, Adora Ramos and Patty Montoya addressed the Board.

After discussion, on motion of Supervisor Yaroslavsky, and by common consent, there being no objection (Supervisor Knabe being absent), Supervisor Burke's aforementioned recommendation was continued one week to May 27, 2008, for consideration in Closed Session.

In addition, on motion of Supervisor Antonovich, seconded by Supervisor Burke, unanimously carried (Supervisor Knabe being absent), the Board approved the Chief Executive Officer's attached recommendation.

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Attachment

(ALSO SEE BOARD ORDER NO. 59 THIS DATE)